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403b Summary Plan Description

	Standard Plan	Employer Option
Eligibility	All employees	May limit to non-student employees normally scheduled to work 20+ hrs/wk
Enrollment	<ul style="list-style-type: none"> Open year round Contact an active investment provider (AIG Retirement, Hartford, Horace Mann, ING Financial Advisers, Security Benefit & TIAA-CREF) and request enrollment information and forms. Return all completed paperwork to the provider. 	Employer may reduce enrollment to specified periods
Contributions	<ul style="list-style-type: none"> Employee pre-tax and post-tax (designated Roth) Employer Maximum limit – lesser of 100% of compensation or \$16,500 for 2009 	<ul style="list-style-type: none"> Employer may disallow Roth Employer may not make contributions Employer may implement a minimum contribution
Catch-Up Provisions	<ul style="list-style-type: none"> 15-Year Catch-Up - this catch-up applies if you have worked for your employer for at least 15 years and you meet other eligibility criteria 50+ Catch-Up - for those age 50 and older, you may contribute the maximum limit shown above plus \$5,500 for 2009 	Same as standard plan
Rollovers into plan	Rollovers accepted from eligible qualified plans	Employer may disallow rollovers
Federal and State Income Taxes	<ul style="list-style-type: none"> Pre-tax contributions and earnings are exempt until funds are distributed Post-tax (designated Roth) contributions and earnings are exempt if distributed at age 59 ½ or older and were in the account for at least five years 	Same as standard plan
Vesting	Always fully vested & non-forfeitable	Same as standard plan
Investment Provider Options	<ul style="list-style-type: none"> New accounts may only be opened with the active investment providers (AIG Retirement, Hartford, Horace Mann, ING Financial Advisers, Security Benefit & TIAA-CREF) 	Same as standard plan
Modifications to Account	<ul style="list-style-type: none"> Increase, decrease or suspend contributions – complete RIC Salary Reduction Agreement Change name or address: <ul style="list-style-type: none"> Active employees contact personnel assistant and provider Terminated employees – contact TPA* and provider Change beneficiary designations: <ul style="list-style-type: none"> Active Provider accounts – contact the provider Exchange to active provider within the plan – contact TPA* 	Employer may disallow exchanges to another active provider within the plan

Financial Hardship	<ul style="list-style-type: none"> You must have proof of a financial hardship due to an unforeseeable emergency. You may apply for this hardship while still employed. Contact the TPA* for details. Hardships are not allowed on employer funds invested in mutual fund accounts. 	Employer may disallow hardships
Other In-Service Withdrawals	<ul style="list-style-type: none"> If you are age 59 ½ or older, you are eligible to distribute part or all of your account balance Reservist or national guardsman who was ordered or called to active duty for a period in excess of 179 days, or for an indefinite period beginning on the date of the order or call to duty and ending at the close of the active duty period are allow to take a withdrawal 	Same as standard plan
Loans	<ul style="list-style-type: none"> No more than 50% of account balance or \$50,000 whichever is less 1 – 5 year duration of loan; some plans may allow longer duration if loan is used for a primary home purchase, proof home purchase will need to be provided Loan repayment frequency will be determined by the provider. Loan may be subject to interest, set-up and maintenance fees. Participants should verify with provider what interest, fees and loan repayment options apply while active and separated from state employment before requesting the loan. 	Employer may disallow loans.
Distribution Options upon Severance from Employment	<ul style="list-style-type: none"> Lump Sum withdrawal Lifetime Periodic installments Systematic withdrawal payments Any other form offered by provider-approved by RIC 	Same as standard plan
IRS Early Withdrawal Penalties	Pre-tax distributions before age 59 ½ and designated Roth distributions before 59 ½ if Roth accounts held less than 5 years	Same as standard plan
Rollover Options	Plan may roll to a 401(a); 401(k); 403(a); 403(b); 457(b) including traditional, Roth IRA, and SEP IRAs	Same as standard plan
Requests for Distribution	Contact the TPA* for approval, then submit provider paperwork and TPA* approval to provider	Same as standard plan
Minimum Distribution Requirements	Distributions must begin no later than April of the calendar year following the year you attain age 70½ or are no longer employed, whichever is latest	Same as standard plan
Tax Withholding	Taxes withheld from distributions are reported on Form 1099-R	Same as standard plan

*TPA = Third Party Administrator-TPA services are offered through ING. To contact the TPA, call 866-499-3273.